

# Round 24 Workforce Training Fund Awards By Region

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
<b>Western</b>				
Alexander W. Borawski, Inc.	Northampton	\$20,622	14	The training plan has four areas; Customer Service, Communication, Management, and Sales. Management training will consist of conflict resolution, leadership, HR, coaching and organizational excellence. Sales training will teach a 7 step systematic approach to selling. Communication training will be on the identification, understanding, and use of three different listening styles and skills for effective delivery of information. CS will learn skills on effective CS both internally & externally.
Apex Engineering Corporation	Pittsfield	\$68,827	66	Apex Resource Technologies, Inc.'s (ART) training plan focuses on three areas that are critical to improving the company's ability to compete and grow in the intensely competitive global market for contract injection molding. Those critical areas are: 1) the implementation of the ISO 13485 Quality Management System for medical devices, 2) Advanced Manufacturing Technologies, and 3) management development.
Argotec, Inc.	Greenfield	\$28,045	52	The training plan has two parts. The first plan is for MassMEP to train manufacturing employees in the Lean Manufacturing and problem solving methodologies through a Lean Manufacturing simulated manufacturing operation, Value Stream Mapping training and Kaizen events. The second training plan is to teach machine operators the theory and practical implementation of the plastic extrusion process. This training will involve the use of the Paulson Extrusion Training Program - DVD based software.
Berkshire Electric Cable Company	Northampton	\$39,600	32	ISO 9001:2000 consisting of: Management Planning, Gap Assessment, Procedure Development, New Procedure training, Auditor training, Measurement, Analysis & Improvement, and ISO registration.
Cyalume Technologies, Inc.	West Springfield	\$39,000	108	Part A - ISO 9001:2000 formal Training and Part B - Basic Problem Solving Techniques for Continual Improvement training.
Engineered Polymers Industries	Chicopee	\$25,428	12	Train key individuals on the standards and techniques needed for them to develop EPI's quality manual and level 1 and 2 documentation in order to obtain ISO9001:2000 certification and train these employees in the implementation of the ISO standards and continuous improvement programs.
Filli, LLC	East Longmeadow	\$116,694	71	Training initiatives include: A) PE instrumentation course, B) Entech Air Academy course, C) 5 Agilent instrumentation and advanced operations courses, D) 4 AMA courses in quality & technical project management, E) 1 AMA course in executive leadership, F) 1 Training Clinic course with TC instructor on-site, to develop & teach technical material.
Irwin Industrial Tool	East Longmeadow	\$152,688	200	Lean Manufacturing, Value Stream Mapping, TPM, Kaizen, Team Problem Solving. Leadership Development, Six Sigma Black Belt Training, Critical Machine Cell Training: Robotics, Sauter Straightening, Heat Treat Principles, and Advanced Software Training.
KB Toys Retail Inc.	Pittsfield	\$176,475	185	Training plan will include: 1) Leadership Development 2) Critical Thinking and 3) Process Improvement. Training will improve business decision-making in event and promotion planning, product selection and business process design in all areas of the business. In addition, these programs will help the company achieve its corporate goals of increasing sales and store count and returning the company to consistent profitability.
Knight Machine & Tool Company	Hadley	\$34,200	16	ISO 9001:2000 consisting of: Management Planning, Gap Assessment, ISO 9001 Overview, Procedure Development, New Procedure Training, Auditor Training, Measurement, Analysis and Improvement and ISO Registration.
Money Wise Solutions	Longmeadow	\$102,000	95	Management, Selling and Communications.
Northampton Cooperative Bank	Northampton	\$28,350	30	1) Impact Selling for Banks training and 2) Impact Communications and Customer Service training.
Package Machinery Company	West Springfield	\$20,000	10	The training will involve 10 classes to teach the principles of lean manufacturing. Classes will be held at the facility and involve shop floor hands-on learning learn the tools and then practice them on our own equipment and processes. The results will be a solid understanding of the tools and very quick application to make products while removing non-value added activities from our daily jobs.
Powder Shield Technologies	Adams	\$37,800	25	ISO 9001 Training (Program includes Gap Assessment, ISO Overview, Management Planning Workshop, Procedure Development Training, New Procedure Training, Internal Auditor Training, Corrective Action Training, Measurement, Analysis and Improvement Training, Preparation for ISO 9001:2000 Audit) with the final result being a fully documented and understood ISO 9001 Quality Management System, with registration to ISO 9001:2000.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Quabbin Valley Convalescent	Athol	\$121,174	210	All 210 employees will be trained in Leadership & Advanced Patient-Centered Customer Service. 18 Managers will be trained in Quality, Budgeting & HR. 70 staff need training in PC Basics & 18 staff in Excel. Training will improve staff retention & performance, customer & employee satisfaction, and facility occupancy, resulting in increased revenue for services, promotions & new hires. This impacts crucial quality indicators used by the Dept Public Health for comparison, ranking & competitiveness.
Ronnie's Cycle Sales of Pittsfield	Pittsfield	\$28,375	71	Computer and technical training on ADP Lightspeed NXT; a windows-based software application for the motorcycle and recreational vehicle industry. Training will be provided in accounting, finance and insurance, sales, and parts and service departments.
The Charles C. Lewis Company	Springfield	\$20,000	10	"Improving the Effectiveness of our Flame Cut Area" is a pilot program introducing the key concepts of Lean Manufacturing. The program will be conducted by the WPI.
Universal Plastics Corporation	Holyoke	\$43,000	82	Train approximately 82 employees in the techniques of lean manufacturing using MassMEP as the training provider. All 82 employees would be exposed to Lean concepts in Lean 101 Class. 18 employees will be trained in Value Stream Mapping (identifying bottlenecks). That will result in 4 Kaizen events of 9 employees each to find ways to mitigate the bottlenecks.
<b>Central</b>				
Catania Spagna Corporation	Ayer	\$30,980	30	Our training plan has three components: outside classroom training on a new Wireless Warehouse Management System for a group of core system users; internal training on a new Wireless Warehouse Management System for a group of production and support employees; and Front Line Leadership training for a group of front line supervisors.
Cycles, Inc.	Sterling	\$137,450	117	Cycles training program involves three separate topic areas. First, under management development, training will include leadership development, time management, customer service, and project management skills. The second area is lean manufacturing, which will include a basic intro and team problem solving training. Third, Cycles will conduct training in a number of manufacturing skills development programs, including CAM, CMM, auditing, robotic programming, GD&T, CAD, SPC, and software systems.
F & D Plastics Inc.	Leominster	\$32,900	42	The training plan focuses on the implementation of an ISO 9000 Quality Management System. It includes overviews for all employees, planning, procedure development and implementation, as well as auditor, corrective action, and assessment/registration activities.
Fiberoptic Components Inc.	Sterling	\$43,616	37	This training will introduce the principles of lean manufacturing. Classes will be held on-site at the Sterling facility and will be taught in a hands-on approach working in every area of our facility. Starting with a pilot group and then continuing the training with additional groups. Classes will allow the team to apply these principles to their daily work and will help to eliminate daily problems and any waste in operation.
Fort James Operating Company	Leominster	\$29,150	29	The commodity plastics business is extremely sensitive to pricing pressures. Major increases in foreign competition and rising raw material costs have encroached on the bottom line. The proposed training is designed to improve the skills of incumbent production workers many of whom are "working supervisors" who lack professional training. One intention is to become more competitive by driving the decision-making process down to the shop floor to reduce in-house rework and improve quality.
Guardian Webster, Inc.	Webster	\$50,000	65	Training will involve teaching 65 employees basic lean manufacturing principles. This training will include courses to expose the team to continuous improvement principles and will be rolled out in a pilot area and then expanded to include all Guardian Webster operations. Subsequently, groups of employees will form teams who will benefit from more advanced training courses to further address current Guardian Webster manufacturing challenges and problems.
I-C Credit Union	Fitchburg	\$34,273	20	Train 10 staff in Supervisory/Management Certification, 15 staff in Budgeting, Finance & Accounting and 5 in a Train-the-Trainer program. Training to address an organizational skills gap. Individuals will gain technical and soft skills necessary to ascend the corporate ladder, thereby creating promotional opportunity for current and new employees. Training will consist of extensive instruction in Supervisory and Management skills along with the technical disciplines of Budgeting, Finance Accounts
Incom, Inc.	Charlton	\$126,000	161	Lean 101, 6S, Value Stream Mapping, Kaizen, and Team Involving Problem Solving. Also Supervisory Training and a Train-the-Trainer program.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Leo P Lachance Center for Rehabilitation & Nursing	Gardner	\$31,395	31	Management, Customer Service, and Train the Trainer. In the Supervisory module, employees will enhance their communication skills; learn to manage time and stress; deal with difficult people, and coach & supervise others. In Customer Service, employees will enhance their effectiveness as teams; learn to give & receive feedback; to handle difficult customers; and to provide outstanding customer service. The Training module focuses on how people learn and on creating curriculum.
Mar-Lee Companies	Fitchburg	\$184,166	65	Lean Manufacturing, ERP, ISO-13485, and Quality Engineering & Production.
Montachusett Opportunity Council	Fitchburg	\$14,800	74	Training will educate staff on, and facilitate, the successful implementation of the Creative Curriculum as a model throughout the program. Through this rigorous 3-day comprehensive training, staff will participate in study groups, peer coaching, instructional strategies, professional feedback and reflection. Staff will also learn skills for adopting and utilizing the Developmental Continuum Assessment System to ensure continuous evaluation and improvement of early education curriculum.
Quinsigamond Community College	Worcester	\$24,750	0	This project will focus on assessing the technical skills needed to perform the duties of the following entry level positions: Lineworker, Transmission, Operations & Maintenance Workers, and Operations Design Technician. Once the needs assessment phase is completed, the project will focus on building a training curriculum, around the identified skill set, for each of these positions.
Ryszard A. Kokosinski	Dudley	\$38,640	20	1)ISO 9000 - Courses to teach staff members to implement procedures compliant with the ISO 9000 quality standard. Employees will learn to write procedures, train others to follow them, conduct internal audits, take proper corrective actions and maintain the system and registration, and 2) Manufacturing Skills-Courses to teach employees to use technologies that are key to our manufacturing operations, namely 3D CAD/CAM, new Coordinate Measuring Machine (CMM), and new laser machining equipment.
Southbridge Credit Union	Southbridge	\$48,160	50	Our training plan is comprised of the following modules: 1) Customer Service Skills, 2) Leadership Skills, and 3) Effective Communication Skills.
Spencer Savings Bank	Spencer	\$89,230	91	Strategic Planning and Leadership, Management, Sales and Customer Service Training, as well as a Train-the-Trainer program.
TRW Automotive US, LLC	Westminster	\$218,275	200	Our training plan is comprised of two primary topic areas, Lean Six Sigma Implementation and Management Skills Development. Under the first program, training sessions will include Lean Six Sigma Overview, Process Mapping, Design of Experiments, Team Problem Solving, Five S, Total Productive Maintenance, Minitab (statistical data collection software), and Kaizen. Management training will include Leadership Development, Leading Self Directed Teams, Time Management, and Project Management.
Worcester Envelope Company	Auburn	\$70,518	45	The company-designed internal training programs are intended to produce competent envelope production machine operators and machine adjusters to help the company meet the current and anticipated demand for its envelope products. The first training program (the Qualified Operator Training Program - QOTP) will enable the company to train 25 to-be-hired machine operators over the coming year, who together will earn a combined annual income in excess of \$675,000.
Worcester Telegram & Gazette Corporation	Worcester	\$81,900	100	The training plan that we propose will be a comprehensive program in Leadership Development. The program will cover a range of material starting with an overview of Front Line Leadership. Training will be more of a workshop format than lecture. These resources and tools will be presented and examined while maintaining a team building format where participants are able to break off and discuss what they've learned.
<b>North East</b>				
ARC Technologies, Inc.	Amesbury	\$39,750	105	Lean Manufacturing to all levels of our organization, beginning with training in Lean principles and methodologies for all employees, followed with a train-the-trainer program for 2 of our product line teams. This training will provide the needed skills and knowledge for the elimination of waste, which will make ARC Technologies more competitive.
American Distributed Computing Corporation, Inc.	Georgetown	\$2,700	3	The training plan is designed to promote and enhance the existing knowledge of employees about disaster recovery planning strategies for small businesses. A training class has been specifically targeted to updating employee training in the latest hardware technology and software solutions available to current and new clientele. As part of the services that ADC provides to its clientele, it is essential that employee knowledge remain current with respect to technology.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Berkshire Manufactured Products, Inc.	Newburyport	\$66,810	128	Our training plan has four components: 1) The skills needed to implement modern Lean Six Sigma methods and practices; 2) Leadership training necessary to identify opportunities for improvement and drive organizational change; 3) Supervisory training required to implement Lean Six Sigma on the shop floor and within key support organizations; 4) Training required to implement new ERP functions that will reduce costs and track Lean implementation metrics.
CGI-AMS, Inc.	Andover	\$249,116	150	Advanced Technical Training, Project Management Training, Six Sigma Green Belts and Leadership and Communication Skills.
California Products Corp.	Andover	\$39,996	77	Lean Manufacturing training will help us transition from a traditional into a Lean enterprise by eliminating waste. The overall training will be in four parts: 1) Overall Lean Awareness Training for decision makers; 2) Value Stream Mapping, which will identify specific target areas for each Kaizen Team; 3) Kaizen Continuous Improvement training for key employees participating in Kaizen Teams; and 4) Training for three Kaizen Rapid Improvement Teams.
DL Tech Machine Inc.	Billerica	\$40,500	17	DL Tech has the opportunity to gain more customers through the attainment of ISO 9000 certification and the improvement of the capabilities of our skilled workforce. ISO certification requires a training program with the necessary curriculum to allow us to develop a compliant management and quality system. Training in CAD and CNC programming will help develop our capabilities to allow us to provide a design service for our customers and the ability make a wider range of parts.
Electric Insurance Company	Beverly	\$210,669	352	1) Advanced IT; 2) Team Leadership and Professional Development; 3) Advanced Training within the personal lines claim group.
Hillcrest Motors Corporation	Salem	\$44,824	45	Four components: the first is a company-wide Customer Service and Skills program to improve overall customer interaction skills of all employees, as well as a detailed understanding of business processes between departments that affect customer satisfaction. This will be delivered first. Specialty training will then be delivered to individual departments, including Basic and Advanced Sales, Train the Trainer and Technical Automotive Skills training.
IBIS Technology Corporation	Danvers	\$26,400	19	Our Lean Manufacturing initiative will include the following: 1) Lean 101 - an introduction to the philosophy and nomenclature of Lean; 2) Team Problem Solving - to achieve tools needed for the organization to effect Lean changes through a standardized problem solving approach; 3) Value Stream Mapping(VSMS)- Benchmark and map out current operating process to find and eliminate waste, and build future state process; 4) Kaizen Training - Implement improvement ideas identified in the VSMS training.
Jeanne D'Arc Credit Union	Lowell	\$138,355	125	Leadership and Management Training; Advance Sales Training, and a Train-the-Trainer program; Project Management Training; Continuous Process Improvement Training; and a Train-the-Trainer and training for 112 participants in Leading Effective Meetings and Time Management.
Microline, Inc.	Beverly	\$70,200	18	"Lean Manufacturing-Training employees in the 11 modules that make up the ""Toyota Way"" management system with the goal of eliminating waste throughout the organization. Six Sigma-Train employees in the Six Sigma techniques used to target an optimum 3 PPM quality level and generate annual of \$250,000 minimum in manufacturing costs."
Physical Sciences, Inc.	Andover	\$46,715	90	Mgmt: 10 modules covering communication and listening, conflict management, leadership traits and behaviors, teamwork, coaching, and organizational excellence. Tech Writing: Pre-proposal, intelligence gathering, proposal content, customer needs, proposal finalization, proposal briefing, executive summaries. Mkt Communication: Targeting the audience, use of graphics, writing processes, marketing package, SBIRs. Time Mgt time on value, time mgt on projects, maximize schedules, prioritization.
RPP Corporation	Lawrence	\$62,730	98	Supervisory Leadership: Skills necessary to lead effectively, such as leading by example, developing/motivating employees, effective feedback and conducting performance appraisals. Lean Manufacturing: Skills and methods geared toward achieving smooth product flow without interruption, elimination of waste and striving for excellence. Continuous Process Improvement: Specific methodology to determine causes of operational problems or inefficiency and develop and implement new processes.
Raytheon Company	Andover	\$226,000	540	Increase productivity of employees through the education of World Class Lean Manufacturing Principles and practices with a focus on lean continuous improvement. The training targets three specific gap areas: 1) Employee development and total employee involvement with Lean; 2) Enhancing value to the customer; and 3) Policy deployment planning process.
Techprint, Inc.	Lawrence	\$49,970	84	The training plan is composed of 4 elements: training to achieve ISO 9000:2000 compliance and registration; manufacturing technical skills training; training to comply with FDA requirements for medical device manufacturing; and training that will provide skills in the ERP system for a broad base of employees. These elements are required for Techprint to continue to retain customers and to develop new customers in markets currently being served.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
The Gem Group, Inc.	Lawrence	\$230,116	381	This training plan will enable The Gem Group, Inc. to actively involve all associates in the implementation of Lean manufacturing training based on the Toyota Production System methodology. Our CEO/Owner, Lean Strategic Steering Committee (6-VP's), Lean Implementation Team (mid-management) and Lean Process Teams (Departmental/Process Associates) are all committed to this training process as an integral basis of the long term business objective with full organizational involvement.
United Foam Plastics Corporation	Georgetown	\$39,725	35	1) Team Involved Problem Solving (TIPS); 2) Introduction to Lean for Job Shops; 3) Value Stream Mapping; 4) Selected Team members will participate in specific Kaizen events; 5) Nine individuals have been selected to receive Team Facilitator or Train-the-Trainer type training; and 6) Leadership training entitled "Building a Successful Lean Team" will be provided to selected members of our division's management team.
<b>Boston</b>				
Abbott-Action, Inc.	Canton	\$17,000	33	The first event will be a Set-up Reduction kaizen with two separate classes using this lean tool. Secondly, training in Value Stream Mapping to reduce and eliminate waste. Lastly, Cellular Manufacturing training in the fabrication and assembly area.
Advanced Interconnect, Inc.	Franklin	\$48,925	103	Management Training: a total of 10 modules covering leadership styles, establishing high performing teams, communication and listening styles, managing conflict, coaching, and organizational excellence. Lean Process training: 9 modules covering Lean Overview, Value Stream Mapping, Process Flow, Standardization, Visual Management, Performance Measures, Kaizen/Continuous Improvement, Error Proofing, and 5S organizational efficiency.
Agiltron, Inc.	Woburn	\$34,000	48	Training plan focuses on 2 areas critical to improving competitiveness and effectively manage growth: 1) Process Improvement: Continuous Improvement Tools, FMEA, Intro to Lean Sigma, and 2) Management Development: Front Line Leadership, Project Management, and Developing Effective Proposals.
Alkermes, Inc.	Cambridge	\$226,900	180	Enhance employee interview skills, problem solving and corrective and preventative action skills, as well as provide employees with training plan development and competency checklist skills.
Ames Safety Envelope Company	Somerville	\$216,040	313	Training program designed to deliver excellent customer service, produce superior products, and develop outstanding employee performance. Key initiatives: Sales Skills Training, Lean Manufacturing tools, and Customer Service training, for superior overall company performance. With this funding we will provide our employees with the skills needed to improve our existing processes and promote our new business technology opportunities.
Cambrooke Foods, LLC	Framingham	\$20,520	15	ISO 9001:2000. To understand quality system expectations, customer and regulatory requirements and how to build quality systems and processes. To understand process management and how to attain high quality results for all new and existing products introduced into the marketplace. How to define and document procedures for standardization, set quality objectives and train our internal auditors to monitor performance with the end goal of ISO 9001 registration.
Cybox International, Inc.	Medway	\$50,000	80	This training will focus on training manufacturing personnel on the tools of the Toyota Production System or Lean manufacturing, providing education on these tools for our treadmill and bicycle lines. The training will take place mostly as shop floor activities working with teams in their respective areas to allow them to apply the tools and make improvements as they learn. We will start with a pilot area and move to other areas throughout the factory.
Dale Medical Products, Inc.	Plainville	\$71,300	97	Lean Manufacturing
East Cambridge Savings Bank	Cambridge	\$107,150	108	Impact Selling & Communications
Electric Supply Center	Burlington	\$44,400	26	Provide training for all employees in a broad base of skills needed to transition from a very inefficient system to a state-of-the-art distribution management system that will improve our productivity and competitiveness. Each employee will be trained in specific system skills they need to perform their job, include: Sales Orders; Customer Service; Pricing; Inventory Control; Purchasing; A/P; A/R and more.
Equity Office Management, LLC	Boston Central/ North End	\$43,680	27	Train and certify 25 mechanical maintenance and 2 managers in Building Operators Certification series 200 energy and building operation training. Building Operator Certification is a nationally recognized training program designed to educate facilities personnel in the efficient operation and maintenance of building systems. All trainees are maintenance mechanics and supervisors working at Equity Office properties in Massachusetts.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Genzyme Corporation	Cambridge	\$385,635	509	This training project will serve Genzyme Corporation's operational business units in the following areas: Clinical Research, Biomedical Operations, Quality, and Information Technology. The project is a company-wide project, and will impact all MA-based Genzyme facilities throughout the state. The training plan focuses primarily on training needed to initiate new systems and processes within Genzyme's operational business units, in order to position the company for continued success.
Henley Enterprises, Inc.	Newton	\$102,100	124	Service Center Management Development, Service Center Manager Advanced Training for Workforce Development, Area Manager Training and Executive Level Training.
Inflexxion, Inc.	Newton	\$54,288	37	1) Advanced Skills in PowerPoint 2) Management Training 3) Human Resource Management 4) Advanced software for Web Designers 5) Computer Technology for Web Developers and Technical Architects 6) Databases for Research Coordinators 7) Marketing/Sales/Customer Service 8) Marketing Management for Marketing Professionals 9) Salesforce Management for Sales Manager 10) Statistical Analysis for Biostatistician & 11) Supervisory Training.
Intel Massachusetts, Inc.	Hudson	\$125,540	80	Lean Certification through WPI. The target audience for training is the Lean implementation team, operations managers and manufacturing technicians. The intent of the training is to provide employees with skills and knowledge in Lean including Value Stream Mapping, Lean Manufacturing, Advanced Problem Solving & Root Cause Analysis, Poka Yoke, and Setup Reduction. Success of the training will be measured by 15% cycle time reduction each year for the next 3 years.
J.R. Higgins Associates, LLC	Acton	\$12,500	27	Two phase training program on the 5S process, an integral component of lean manufacturing. Phase I will a) introduce lean manufacturing to the entire factory b) 7 employees and one in-house trainer will implement 5S pilot c) a consultant will work with pilot group to refine activities and train the group to rollout the process to the entire factory in Phase II.
Jem Electronics Inc.	Franklin	\$49,188	32	IPC 620 level Certification in Soldering and Cable Assembly; 2) Create a detailed Value Stream Map and Implement modern Lean manufacturing techniques necessary to drive an increase net profits from 7% to 12% in 2006 3) Improve Customer Service quality, double Customer Service staff from 2 to 4 personnel, and implement an improved customer service analysis and tracking system that will reduce time to market for new clients.
Manufacturing Resource Group, Inc.	Norwood	\$46,516	61	"Kanban Systems", "Continuous Quality Improvement", "Customer Satisfaction and Focus", and "Internal Quality Auditing" to achieve the specific goals in the training narratives. All 61 MRG employees will receive Continuous Quality Improvement training, while the other courses will provide specific training to the key quality management team.
Marlboro Co-operative Bank	Marlborough	\$19,000	20	Behavioral-based selling and customer service. Sessions will teach participants the skills for questioning; the social, discovery, qualifying and confirmation phases of selling; aligning buying motives with features and benefits, and trial closing and closing techniques. Participants will learn the skills for customer service within a behavioral selling system.
Marshall's Merchants of Woburn	Woburn	\$27,000	210	Reading, Writing and Math classes for 15 students per session running for 12 weeks each. Year 1 would have 1 session per shift of each class and an additional writing class for the 1st shift. Year 2 has the same schedule with the additional writing class on the 2nd shift.
Mass Container Corp	Marlborough	\$106,255	93	The primary area of focus for the training plan is Lean manufacturing. In addition, Lean initiatives will require training for Kaizens, Inventory Reduction, Customer Service, and Supervisory Training as a critical part of the proposed program. ESL will also be included to ensure the workforce has a good understanding and complete comprehension of the training, work instructions, as well as the ability to easily and comfortably express their ideas and suggestions.
Merida Meridian, Inc.	Boston - South End	\$46,416	65	The training plan involves introducing Lean principles to the workforce in Fall River and South Boston plant. Exposing the entire workforce to the basic principles and then address projects in different areas of the company to address challenges. As part of this training, a profit sharing program has been introduced which ties nicely into employee empowerment to help us become more productive and save money in every area of our process. The training uses a very hands-on approach.
Navimedix, Inc.	Cambridge	\$77,950	50	Leadership and Management training and Project Management, Managing Change, Team Building and Time Management.
Organogenesis	Canton	\$48,000	60	The training curriculum has six half-day modules each with a discrete focus on an aspect of Managing and Leading in the Workplace. Between each of the modules, there is an assignment that is completed by the next module. Each participant is assigned to a small study group to help reinforce the teachings. There is also a Train-the-Trainer component built into the program to ensure the effort is sustained and institutionalized.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Pierce Aluminum Co., Inc.	Franklin	\$123,135	85	Personal Mastery and Teamwork Skills, Supervisory Training, ESOL, Operations/Production, Intermediate Computer Training, and Sales Training.
Progress Software Corporation	Bedford	\$203,403	370	Based on a Training Needs Assessment, training plan includes: Leadership & Management Training for 150 managers; Project Management Training for 30 managers and professionals; Presentation Skills Training for 130 managers and employees; and Time Management training for 170 managers and employees.
Skyworks Solutions Inc.	Woburn	\$70,140	165	1) Microprocessor Design 2) Six Sigma Green Belt certification
United Electric Control	Watertown	\$62,650	64	Lean Techniques and Philosophies. The Company has a long history of successful implementation of Lean practices in its manufacturing areas through incorporation of the Toyota Production System. However, UE has struggled to incorporate Lean into the office and support area functions. While the training will involve employees from various disciplines throughout the company, it will focus on incorporating Lean practices into its customer and supplier relationships.
United Parcel Service, Inc. (UPS)	Watertown	\$158,790	3,120	Driver cross training, IT training, facilities management training, automotive management training and Pre-load assist training.
Vitale, Caturano & Co., Ltd.	Boston Central/ North End	\$50,000	110	Train 37 management and 73 staff employees with auditing skills, tools, processes, and knowledge for increasing audit efficiency, improved project profitability, and increased client satisfaction.
Walpole Woodworkers, Inc.	Walpole	\$66,415	125	Supervisory Training: Supervisory staff equipped to motivate and manage employees, leading first by example. Business Process Documentation: To train staff to effectively complete and utilize formal work documents including materials related to training, production, and human resources. Project Management: Supervisors and managers trained to see a process through from start to finish. Training Development: Establishing a permanent in-house training program.
<b>South East</b>				
Advanced Trimworks, Inc.	Taunton	\$49,833	23	“1. Lean Manufacturing Concepts Lean 101 Simulation Workshop and “Time Wise”, Value Stream Mapping, Kaizen Event Training 5S 2 Events, Kaizen Event Training Plant Layout, Kaizen Event Training Set-up Reduction. 2. Basic Supervisory Skill. 3. Senior Management Leadership Skills. 4. ALPHA CAM, Auto CAD training, Quick Books and Biesse CNC Programming. 5. Train the Trainer”
American Dryer Corporation	Fall River	\$235,072	271	Comprehensive Lean and Six Sigma training program. This includes teaching the workforce skills in value stream mapping, 5S, Six Sigma, pull systems, kaizen, pokayoke, and problem solving. The plan begins with a lean intro and then goes to full launch with a massive 5S, clean the workplace program. The whole program is designed to enhance the employees skill sets quickly and in a manner where they can utilize the skills in their daily worklife.
American Insulated Wire Corporation	Mansfield	\$91,600	135	The Leadership/Management Certification Program addresses core competencies to improve performance. The 6 skill-building modules are highly interactive with both individual and group level participation. The tailored curriculum incorporates the company's learning objectives. Pre & post tests will measure progress. Oracle/ERP training involves 13 modules including planning, pricing & budgeting. Associates will attend classroom-type training & on-the-job training.
Brockton Credit Union/HarborOne	Brockton	\$114,555	175	Training program is designed to reduce conflict, build teams, decrease turnover and to increase our deposits. The goal is to retain a well-trained workforce and offer opportunities to grow. The training plan is designed to enhance the skill sets of our workforce, give them better interaction and communication skills, build a strong team-oriented workplace, have them deal more effectively with our customers and manage job-related stress.
Chase Corporation	Randolph	\$41,076	84	Chase Corp. recently completed a comprehensive Training Needs Assessment with all managers and employees in the Randolph and Webster facilities. From this assessment following training plan developed : 1) Leadership & Management Training for 12 managers and supervisors; 2) Advanced Software Training for 20 managers & professional employees; 3) TQM Training for all managers & employees; 4) ESOL Training for 6 high potential employees; & 5) Time Management Training for 48 employees.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Decas Cranberry Products, Inc.	Carver	\$82,448	61	Management and Supervisory Training, Leadership Training, Project Management and Budget Basics, Customer Service, Quality Management and Metrics, Quality Assurance for Supervisors, Production Quality Assurance and Maintenance Skills.
Double Company, Inc.	West Bridgewater	\$41,270	25	This training combines Supervisory Training, Introduction To Lean Mfg., Team Building & Problem Solving, and Project Management. The goal is to achieve higher quality and productivity that will be sustainable, and help us to grow market share. 33 individual employees are scheduled for this training, with a minimum of 25 participants in each class.
Econocorp, Inc.	Randolph	\$50,000	49	The training will offer a comprehensive training of Lean tools to all ECONOCORP employees using their work areas to learn and apply the tools. We will begin in one area and move the training to additional areas as the tools are applied. Employees will be allowed time to apply the tools and their results will be measured on a regular basis to show the positive impact of their efforts.
Extrusion Technology, Inc.	Randolph	\$104,000	100	Improving Quality System, Team Building, Sales and Customer Support, Lean Sigma Green and Black Belt Certifications.
Fall River Shirt Company, Inc.	Fall River	\$250,230	117	This implementation training is geared towards operator cross-training in modular manufacturing. 7 additional cells that will be trained to make a complete custom shirt. All operators will be trained on multiple intricate jobs so that by the end of the training session, each employee will know numerous operations and have the flexibility to multi-task as required in a modular manufacturing environment.
Genlyte Thomas Group LLC (a Lightolier Division)	Fall River	\$27,000	14	The proposed training will provide expert training to all employees who are involved in the operation of our CNC machines. More specifically, CNC operators will be trained on program adjustment/manipulation. While engineers, supervisors, maintenance electricians and maintenance mechanics will be trained on troubleshooting the CNC machines.
J & J Technologies, Inc.	Wareham	\$52,805	46	"Continuous Process Improvement: Training in data gathering, root cause analysis, developing change. Documentation: Skills to gather, select, compile & compose info into viable work instructions/process documents. Supervisory Leadership: Skills including understanding one's personal work style and conflict resolution. Training of an in-house training team equipped for continuing success of the training program."
Jostens, Inc.	Attleboro	\$72,000	167	Hands-on Lean/Cellular Manufacturing training. Training specific to a group consisting of employees involved in the manufacturing process and employees that support the process, such as Managers, Supervisors, Team Leaders. The objective would be to change the culture to one focused on teamwork and applying continuous improvement approaches as part of their daily work.
McSweeney and Ricci Insurance Agency, Inc.	Braintree	\$76,195	71	Impact Selling and Management.
Morgan Advanced Ceramics	New Bedford	\$82,830	121	Supervisory Leadership: Skills to 1) anticipate and act on production/human resource problems; 2) give instruction to others/get results; 3) promote teamwork; and 4) lead by example. BPD: Training to 1) develop written communication skills; 2) provide skills needed to document projects/employee training, discipline and development. Project Management: Skills to productively move a project - beginning to end, setting expectations/anticipating problems. Train-the-trainer: Skills to sustain program
Pilgrim Bank	Cohasset	\$27,480	24	IMPACT Selling for Banks: Sessions will teach participants a behavioral system of selling: questioning; the social, discovery, qualifying and confirmation phases of selling; buying motives; features and benefits; trial closing & closing skills. IMPACT Customer Service: This course will teach the skills that will improve customer service; three unique styles of listening; difficult customers/problem solving. Interactive with role playing & case studies.
Polymetallurgical Corporation	North Attleboro	\$49,248	57	All employees will be presented with an introductory course in Lean Manufacturing with additional training to be conducted in the areas of 5S Workplace Organization, Value Stream Mapping, Set-up Time Reduction and Pull System / Kanban inventory control techniques. Continuous Flow Cell Design and Problem Solving Tools will also be taught. These tools will help respond to threats posed by China migration and technological change by increasing competitiveness and lowering costs.
Premier Diagnostic Services, Inc.	Avon	\$49,153	70	Improve supervisory skills; streamline and eliminate waste from our billing workflow; train field personnel on new customer service initiatives; and improve advanced computer skills for selected personnel.

## Round 24 Workforce Training Fund Awards By Region (continued)

APPLICANT NAME	TOWN	GRANT AMOUNT	NUMBER OF EMPLOYEES TO BE TRAINED	TRAINING DESCRIPTION
Smiths Medical ASD, Inc.	Rockland	\$79,050	79	To meet planned business and workforce expansion goals: 1. The skills needed to implement modern Lean Six Sigma methods and practices. 2. The leadership training necessary to identify opportunities for improvement and drive organizational change; and supervisory training required to implement Lean Six Sigma on the shop floor and within key support organizations. 3) The improved language skills needed to exploit this opportunity, from both a company and individual perspective.
South Coastal Bank	Rockland	\$44,865	57	Train 17 management, 8 sales/marketing, and 20 service personnel skills in behavioral based system of selling. Train 17 management, 8 sales and marketing, 6 clerical/administrative, 20 service, and 6 professional personnel in key skills, techniques and methodologies for effective communication and customer service.
Taco, Inc.	Fall River	\$50,000	80	Lean manufacturing principles in the Fall River facility to teach employees a set of tools which will help remove waste from manufacturing and administrative processes. Training will include a number of courses which will be taught in both a classroom and shop-floor environment and involve employees from all areas of operation. The training will help reduce lead times, increase quality and improve responsiveness to customers.
Thomson & Thomson, Inc.	Quincy	\$87,670	64	Strategic Sales: Training in skills needed to develop a comprehensive/viable sales strategy. Customer Service: Training in basic customer service, best practices and customer satisfaction/education. Supervisory Leadership: Development of managers/supervisors, emphasis on meaningful performance appraisals, developing employees and holding them accountable. CPI: Skills needed to address our processes practices and communication, causes of problems, correcting them and implementing change.
USWA Local 1357	New Bedford	\$80,000	40	Allegheny Ludlum with USWA Institute for Career Development (ICD) in partnership with the United Steelworkers of America Local 1357 plans to train 40 of its incumbent workers/union members to pass the State of MA, Certified Driver's License (CDL) Exma.
Verc, Inc.	Plymouth	\$34,800	48	"The KHOURY Group will present company-wide seminars to all employees on Operation Management to standard procedures and improve efficiency and customer service. There will also be on-site workshops to stream-line process and operations. On-Site Resource will present focused workplace ESOL classes. They will be held before each KHOURY seminar to discuss vocabulary and concepts. In addition, OSR will have eighteen 3-hour classes after each KHOURY workshop for reinforcement."
Wrobel Engineering Company, Inc.	Avon	\$90,760	82	Training plan was developed with a focus on maintaining a competitive manufacturing facility in Massachusetts. It will include five components. They are (1) Leadership Development, (2) Advanced Software, (3) English as a Second Language, (4) Lean Manufacturing, and (5) Basic Skills (manufacturing related).